

Woodside Haven Inc

Executive Director / CEO

EIN 300071529
 WI · NTEE L22
 FY ending 2023-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Nicole Boldt, Executive Director / CEO** (\$37,706) against **every comparable organization** that fit the selection criteria — **98** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **60th** percentile of comparable organizations within the typical range

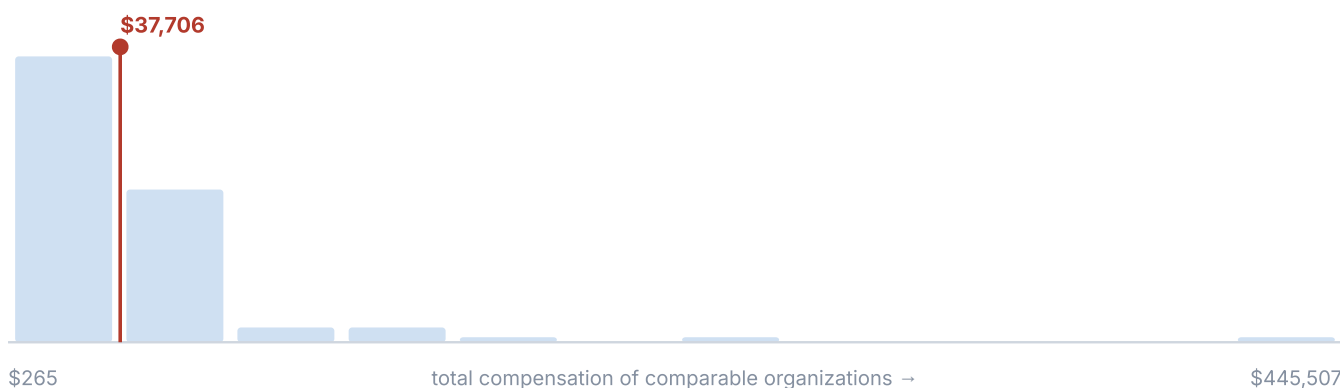
Benchmarked executive: Nicole Boldt — reported title “DIRECTOR OF FINANCE (THRU MAY 2023)”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (L22).
- BUDGET** Total revenue between \$101,588 and \$227,436 — 0.67x to 1.50x the subject's \$151,624 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (L22), nationwide + budget 0.67–1.5x revenue.

98 organizations qualified on sector, size, and geography → **98** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,548	\$14,022	\$27,390	\$57,807	\$73,207	\$37,706
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● Comparable organizations

Each figure is Form 990 Part VII columns D + F (reportable pay plus other compensation and benefits; column F may include amounts from related organizations), normalized to WI cost of living (BEA RPP, 2023) and to its filing year (CPI-U); the reported amount is on each linked 990.

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Ken-crest Housing Pa li Inc	PA	\$151,007	Ceo	\$29,531	\$27,390	2024
Boulder Presbyterian Housing Inc	CO	\$152,881	Manager	\$114,451	\$102,068	2024
Loretta Village Housing Inc	MD	\$150,186	Executive Director	\$11,222	\$10,046	2023
Baybarry Corporation	WI	\$153,318	President/ceo	\$138,859	\$138,859	2023
Venture Development 2002 Inc	NY	\$154,585	Chief Executive Officer	\$38,189	\$33,043	2023
Great Falls Supportive Housing	MN	\$147,915	President/tr	\$68,006	\$60,886	2025
Partridge Place Apartments	MO	\$146,845	President & Ceo	\$19,685	\$19,964	2023
Shrewsbury Housing Inc	PA	\$146,571	Interim President, Ceo/coo	\$17,059	\$15,822	2024
Lindley Homes	CA	\$158,812	Executive Director	\$26,967	\$22,297	2023
Lifetime Community Apartments Inc	NY	\$144,146	President & Ceo	\$19,027	\$15,991	2024
Golden Rule Community Development Corp	CA	\$159,853	President	\$10,000	\$8,031	2024
Hillside Apartments Phase li	MI	\$143,347	Administrator	\$8,247	\$7,916	2024
Hillsboro Supportive Housing Inc	OR	\$160,162	Finance Dir.	\$13,072	\$11,290	2024
Topeka Supportive Housing Inc	MN	\$162,367	President/tr	\$68,006	\$60,886	2025
Ken-crest Housing Pa 99 Inc	PA	\$140,680	Ceo	\$29,531	\$27,390	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Asi - Bozeman Inc	MN	\$163,239	President/tr	\$68,006	\$60,886	2025
Prairie Homes Inc	IL	\$138,653	Ceo/prof Associate	\$594	\$529	2025
Henry County Housing Development Group Inc	IL	\$164,664	President	\$21,232	\$19,414	2024
St Charles Place Manor Inc	FL	\$137,881	Member / Ceo	\$21,896	\$19,131	2024
Options Properties Inc	MA	\$137,025	Executive Director	\$5,282	\$4,414	2024
Trinity Village Non-profit Housing	MI	\$135,855	Executive Director	\$38,786	\$38,333	2023
Senior Residence At Kapolei 2 Inc	HI	\$168,208	Executive Director/assista	\$12,712	\$10,585	2024
Shoals Senior Housing Inc	IN	\$168,267	Secretary	\$11,050	\$10,838	2024
Sweetwater Housing Development Inc	TN	\$134,750	Secretary/treasurer	\$50,000	\$48,881	2024
Spring Valley Manor Inc	AZ	\$169,124	Coo & Vice President	\$13,954	\$12,850	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WI cost of living and 2023 dollars. Click any organization to verify the figure on ProPublica.

■ Methodology

Comparable organizations were drawn from electronically filed IRS Form 990 returns and matched on sector (NTEE code), budget (a size-adaptive revenue band that tightens as the organization grows), and geography (same-state first, broadening only when too few peers qualify); every organization within the band forms the peer set. To compare fairly across regions and years, peer compensation is normalized to WI cost of living (BEA Regional Price Parities, 2023) and to the subject's filing year (CPI-U). The figure benchmarked is Form 990 Part VII, Section A, columns D + F — reportable pay plus other compensation, benefits, and deferred amounts (column F may include amounts from related organizations) — with the chief executive matched by role. Related-organization amounts (column E) and institutional trustees are excluded. Full methodology: peerbasis.org/methodology.

■ Sample, role match & sensitivity

PEER COUNT 98 organizations. Compensation range \$265–\$445,507; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$151,624); for reference, expenses \$201,848 and assets \$1,122,854.

ROLE MATCH Nicole Boldt, reported title "*DIRECTOR OF FINANCE (THRU MAY 2023)*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an**

exact title match — the board should confirm this is a comparable role.

RELATED-ORG PAY	81 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	5 peers fall outside 1.5× the interquartile range — consider whether any reflect one-time payments (severance, deferred-comp payouts).

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	60 th
Total compensation (D + F), as reported (no adjustments)	57 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	48 th

If the percentile moves materially across these definitions, the result is sensitive to methodology choices, and the board should weigh which basis best fits its facts.

● **Rebuttable presumption of reasonableness · 26 CFR 53.4958-6**

Compensation paid by a tax-exempt organization is presumed reasonable — shifting the burden to the IRS — when three requirements are met. This report supplies the comparability data for the second. The board should record the following in its minutes *concurrently* with its decision:

Draft board minutes – executive compensation

1. The compensation of the Executive Director / CEO (Nicole Boldt) was approved in advance by [the Board / Compensation Committee], composed of members with no conflict of interest with respect to the arrangement.
2. Prior to its determination, the authorized body obtained and relied upon appropriate comparability data, namely the PeerBasis Compensation Comparability Determination dated June 9, 2026, comparing compensation against 98 similarly situated organizations (Same NTEE sector (L22), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$37,706 is reasonable (approximately the 60th percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [__ for / __ against].

Sources: IRS Form 990 e-file data (apps.irs.gov); IRS Business Master File (NTEE classification). Every figure traces to an original public filing — click any organization above to verify it on ProPublica. PeerBasis is a service of Prismind Analytics; its [methodology is published](#), was commissioned for independent adversarial review, and discloses its own limitations. This report is comparability

data to support a board's good-faith determination under IRC 4958; it is not legal or tax advice. Generated by PeerBasis on June 9, 2026.